



COMMISSIONERS

Ken Beck, Scott County (Chair)
Anthony Heddlesten, Riverdale (Vice-Chair)
Sally Rodriguez, Buffalo (Secretary-Treasurer)
Robert Gallagher, Bettendorf
Jason Gordon, Davenport
Jade Burkholder, Davenport

WCSC REPRESENTATIVES

Bryce Stalcup, Executive Director
Brian Seals, Deputy Director
Bobbi Draheim, Finance & Admin Services Mgr.
Megan Fox, Communications & HR Manager
Michael Keppy, Recycling Facility Manager
Nolan Moore, EHS Manager

MISSION

To provide sustainable recycling and waste management solutions that positively impact Scott County.

VISION

We strive to be the industry and community leader in waste management, recycling, and environmental stewardship.

2026 MEETING SCHEDULE

August 6, 2026
October 1, 2026
December 10, 2026

COMMISSION MEETING AGENDA

June 11, 2026 | 5:00 p.m.

Scott Area Recycling Center | 5640 Carey Ave. Davenport, IA

Zoom Meeting Info:

<https://us02web.zoom.us/j/85996409657?pwd=ZScbqelZ3qPKEjQCuZyre5E9SMXL7t.1>

Meeting ID: 859 9640 9657

Passcode: 589497

1. Roll Call
2. Approval of Minutes - April 2, 2026 and May 14, 2026 (enclosure)
3. Public Hearing on Proposed Plans, Specifications and Form of Contract for Scott Area Landfill Fiber Optic Extension (enclosure).
Open Public Hearing: Moved By _____ Seconded By _____
Ayes _____ Nays _____
Close Public Hearing: Moved By _____ Seconded By _____
Ayes _____ Nays _____
4. Approval of Treasurer's Report (enclosure)
5. Approval of Invoices (enclosure)
6. Presentation of Monthly Operations & Facility Reports (enclosure)
7. **Consideration** of Resolution adopting plans, specifications, form of contract and estimate of cost for the Scott Area Landfill Fiber Optic Extension (enclosure)
8. **Consideration** of Resolution awarding contract for the Scott Area Landfill Fiber Optic Extension (enclosure)
9. **Consideration** of FY27 Budget (enclosure)
10. **Consideration** of Compensation Study Recommendation (enclosure)
11. **Consideration** of Amendment to Employee Handbook (enclosure)
12. **Consideration** of Roll Off Truck Recommendation (enclosure)
13. Bylaws Presentation (enclosure)
14. Other Business
15. Public Comment
16. Adjournment

WASTE COMMISSION OF SCOTT COUNTY
COMMISSION MEETING

Scott Area Recycling Center
5640 Carey Avenue
Davenport, IA. 52807

April 2, 2026

Members Present: John Maxwell (Scott County), Bob Gallagher (Bettendorf), Jason Gordon (Davenport), Jade Burkholder (Davenport), and Sally Rodriguez (Buffalo).

John Maxwell called the meeting to order at 5:00 p.m. Maxwell noted that, in his role as Chair of the Scott County Board of Supervisors, he will serve as Chair of the Commission meeting. Maxwell further explained that Ken Beck is expected to resume the role of Chair following revisions to the 28E that will allow any Scott County Supervisor to be appointed to the Commission Board.

Bob Gallagher moved to approve the minutes of February 5, 2026. Jason Gordon seconded. Motion carried unanimously.

Gallagher moved to open public hearing on proposed plans, specifications, and form of contract for construction of cell 10 Landfill litter fence. Sally Rodriguez seconded. Motion carried unanimously. No comments for public hearing. Gallagher moved to closed the public hearing. Gordon seconded. Motion carried unanimously.

Bryce Stalcup shared the progress on the Compensation and Benefits Study. Stalcup introduced Malayna Halvorson Maes from McGrath Human Resources Group to present on the Compensation Study. Halvorson Maes presented on the Commission Compensation Study compensation methodology used to conduct the study including interviews, review of data from current system, current job descriptions and currently policies. The study included solicitation of compensation data from public organizations and Economic Research Institute for private sector comparison. Halvorson Maes reported on the involvement of Commission by completing a position questionnaire and ongoing communication with the leadership team during the study. Halvorson Maes reported on the philosophy for the construction of the new salary schedule, cornerstones of the new system, and compensation system recommendations. Halvorson Maes shared the continued work with Commission Leadership to finalize the project. Stalcup reported the increase to overall salaries for FY27 would be a little over 7.77% with an already budgeted 4.75% for standard Cost of Living. Stalcup reported the overall increase is within the proposed FY27 budget.

Bryce Stalcup introduced Dan Bacehowski of HDR to provide an update on the Commission's strategic planning efforts. Bacehowski outlined key areas of focus, including evaluation of existing infrastructure and potential expansion options due to facility aging; leveraging internal expertise to identify innovative growth opportunities; incorporating external input and industry expertise; promoting sustainability and environmental responsibility while meeting community needs; enhancing community outreach and education; and ensuring financial and operational viability. Bacehowski stated that the next phase will involve developing recommendations to support a comprehensive strategic growth plan for the Commission. He also shared a projected timeline, with the goal of completing a draft roadmap and strategic plan by the end of July, incorporating feedback from both city representatives and Commission members.

Gordon moved to accept the Treasurer's Report and Revenue/Expenditure Summary. Bryce Stalcup reported a total fund balance of \$12 million as of February 28, 2026. Stalcup provided an overview of

fund allocations across certificates of deposit (CDs) and banking institutions. Stalcup noted that total revenue is at 73% compared to 67% of the budget, while expenditures are at 68% compared to 67% of the budget. Stalcup explained that expenditures are slightly elevated due to the timing of annual payments for insurance and landfill rent to Linwood Mining and Minerals. Stalcup reported no new capital items and opened it up for questions; no questions were raised. Jade Burkholder second. Motion carried unanimously.

Rodriguez moved to approve the invoices. Stalcup reported meeting with Mayor Rodriguez, newly appointed Secretary/Treasurer to go over details of the invoices. Rodriguez reported reviewing the invoice report and the past reports to compare and identifying any changes or new invoices. Rodriguez shared there were no concerns and all questions were answered. Gallagher seconded. Motion carried unanimously.

Bryce Stalcup presented the monthly operations and facility report, providing an update on Landfill Cell 10 construction. Stalcup reported a change order for soil removal, resulting in a 10% increase to the overall project cost due to the expansion of the cell by 2.7 acres through engineering adjustments. This expansion is projected to add approximately one year of additional airspace capacity. Ken Beck inquired whether the expansion was related to horizontal movement at the base of the cell. Stalcup clarified that the design involved side slope modifications allowing for both horizontal and vertical capacity expansion. Stalcup also highlighted a new graph included in the packet illustrating the number of homes powered by Renewable Natural Gas through the partnership with WAGA, which went live in October 2025. Stalcup noted the homes powered is expected to continue increasing over time. Stalcup further reported that recyclable commodity market values per ton remain below the 10-year average, reflecting currently depressed recycling markets. Stalcup noted that these fluctuations are accounted for within the budget. Stalcup provided an update on the Electronics Recovery Center, noting a shift toward increased refurbishment activities, which enhances value to the community while helping maintain low program rates. Stalcup highlighted the significant increase in Reuse Sales, which helps make the program sustainable.

Gallagher moved to consider Resolution 2026-03 approving plans, specifications, form of contract and estimate of cost for Cell 10 Landfill Litter Fence. Stalcup reported plans and specifications of work scope for project were completed by engineer and distributed for bids. Stalcup reported the estimated cost would be around \$250,000 for the project. Gordon seconded. Motion carried unanimously.

Gallagher moved to consider Resolution 2026-04 awarding the contract for the Cell 10 Landfill Litter Fence. Stalcup recommended awarding the contract to Ace Netting, LLC in the amount of \$188,223.00. Gallagher requested additional information regarding Ace Netting. Stalcup reported that the company is based in Houston, Texas, and both manufactures and installs its own netting systems specifically designed for landfill applications. He noted that local bidders were unable to produce their own netting systems, resulting in higher overall project costs. Gordon seconded the motion. Motion carried unanimously.

Gallagher moved to consider Notice of Public Hearing on Proposed Plans, Specifications and Form of Contract for Scott Area Landfill Fiber Optic Construction. Stalcup explained that this action authorizes setting a public hearing for the next meeting. He noted that the landfill's current microwave internet service is unreliable and frequently experiences outages, resulting in operational disruptions. Stalcup shared the Commission has the opportunity to partner with Scott County to install a fiber optic connection from West Lake Park to the Landfill, providing a more secure and stable connection. Stalcup added that the microwave system will be retained as a short-term backup for the remainder of its usable life. Stalcup stated that the next meeting will include presentation of the final plans and specifications, along with consideration of the contract award. Beck asked whether this represented the

closest connection point. Stalcup confirmed that it is the nearest viable connection for tie-in and noted that the installation will be constructed below grade. Gordon seconded. Motion carried unanimously.

Stalcup presented an overview of the FY27 Budget, noting that additional presentations will be provided to the Finance Committee, Executive Committee, and City Coordination Committees. Stalcup reviewed statewide landfill tipping fees, highlighting that the Commission continues to maintain one of the lowest rates in Iowa. He reported a proposed 3% increase in tipping fees for FY27, which will remain below comparable rates across the state. Construction and demolition (C&D) tipping fees are also projected to increase by 3%. Stalcup noted that Davenport and Bettendorf will transition to a nominal recycling tipping fee, explaining that this change is due to the completion of the 10-year cart payment agreement. Stalcup reviewed annual contracts and FY27 rates, including a slight increase for Rock Island County related to e-waste and household hazardous materials (HHM) management, as well as an increase to Scott County for the management and maintenance of drop-off recycling boxes. Stalcup also highlighted an increase in the labor budget due to the addition of one full-time equivalent (FTE) position and adjustments resulting from the compensation study to remain competitive with the market. He reported an overall 8% increase in operational expenses but that the majority of the increase is reuse which is covering its costs in revenue and the management of leachate which spike during landfill construction year. Normal operational expenditures are increasing by 2.4%. He also presented a summary of the fund balance, with an anticipated ending balance of approximately \$11 million. Gallagher requested clarification on recycling revenue. Stalcup explained that recycling revenue is dependent on market conditions but is budgeted using a 10-year average, including recycling revenue from the Electronics Recovery Center. Gallagher also asked about the reduction in the landfill gas contract amounts. Stalcup responded that the reduction is an estimate based on the monitored volume of gas production. Beck inquired about the minimum fund balance requirement. Stalcup stated that maintaining an operating fund balance of no less than 25% is an internal policy. Stalcup further explained that the closure and post-closure fund is a restricted fund required by law to meet financial assurance requirements and is reviewed and updated annually.

The next regularly scheduled meeting is Thursday, June 11, 2026 at the Scott Area Recycling Center. There was no public comment.

Gordon moved to adjourn. Burkholder seconded. Motion carried unanimously.

WASTE COMMISSION OF SCOTT COUNTY
SPECIAL COMMISSION MEETING

Virtual Zoom Meeting

May 14, 2026

Members Present via Zoom: John Maxwell (Scott County), Bob Gallagher (Bettendorf), Jason Gordon (Davenport), Jade Burkholder (Davenport), Sally Rodriguez (Buffalo), and Anthony Heddlesten (Riverdale).

John Maxwell called the special meeting to order at 4:00 p.m.

Jason Gordon motioned for consideration of Resolution 2026-05: Adopting the Third Amendment to the Revised Intergovernmental Agreement between the County and Municipalities of Scott County for the Waste Commission of Scott County. Bryce Stalcup, Executive Director, reviewed the changes and updates to the 28E Agreement that had previously been presented at an earlier Commission meeting. Stalcup shared that all members received the proposed revisions via email and certified mail. Stalcup further noted that no comments or feedback had been received regarding the proposed amendments. Bob Gallagher seconded. The motion carried unanimously.

No other business or comment.

Gallagher moved to adjourn. Gordon seconded. Motion carried unanimously.

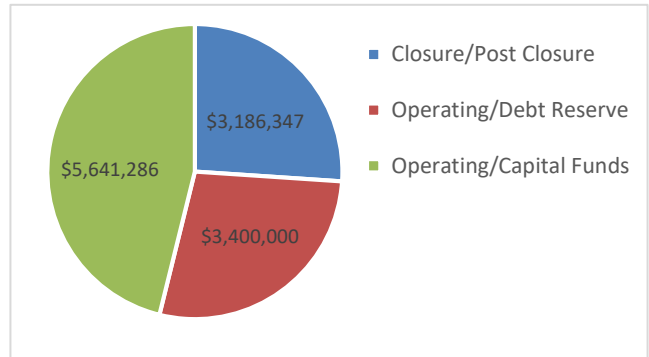
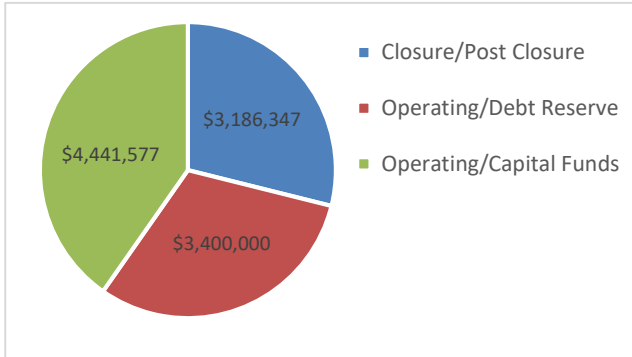
Treasurer's Report

Fund Balances as of July 1, 2025

Closure/Post Closure	\$ 3,186,347.00
Operating/Debt Reserve	\$ 3,400,000.00
Operating/Capital Funds	\$ 4,441,576.78
Total	<u>\$ 11,027,923.78</u>

Fund Balances as of April 30, 2026

Closure/Post Closure	\$ 3,186,347.00
Operating/Debt Reserve	\$ 3,400,000.00
Operating/Capital Funds	\$ 5,641,286.24
Total	<u>\$ 12,227,633.24</u>



Closure/Post Closure - Funds set aside to meet Iowa DNR financial assurance requirements. Closure/Post-Closure estimates are updated annually. Restricted cash balance is based on a formula designed to ensure balance will be adequate to cover closure and post-closure costs by the time permitted airspace has been filled.

Operating/Debt Reserve - the Commission will strive to maintain an unassigned fund balance of not less than 25% of the current fiscal year budgeted operational expenditures. The purpose of the reserve fund is to protect the Commission against short-term operating deficits.

ACCOUNT DISTRIBUTION	
CDs - CBI	\$ 1,009,687.94
CDs - DuTrac	\$ 5,333,452.75
CDs - Blue Grass	\$ 2,000,000.00
CDs - First Central	\$ 1,000,000.00
Total - CDs	<u>\$ 9,343,140.69</u>
Checking - CBI	\$ 2,884,492.55
Total Cash Balance	<u>\$ 12,227,633.24</u>

Treasurer's Report Continued

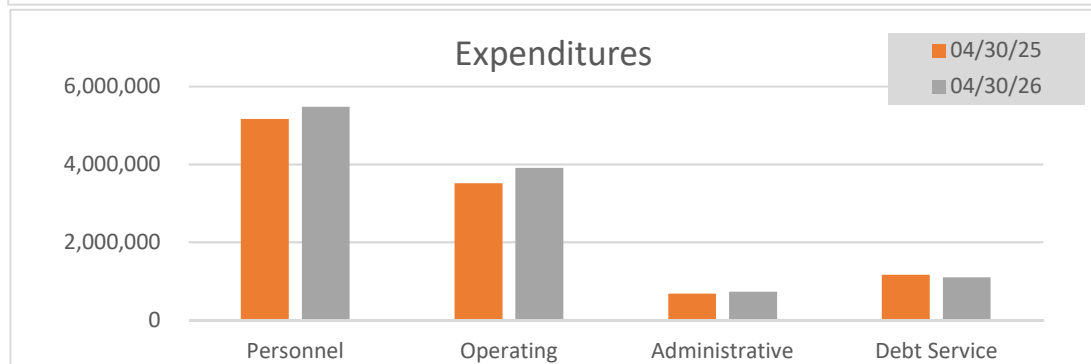
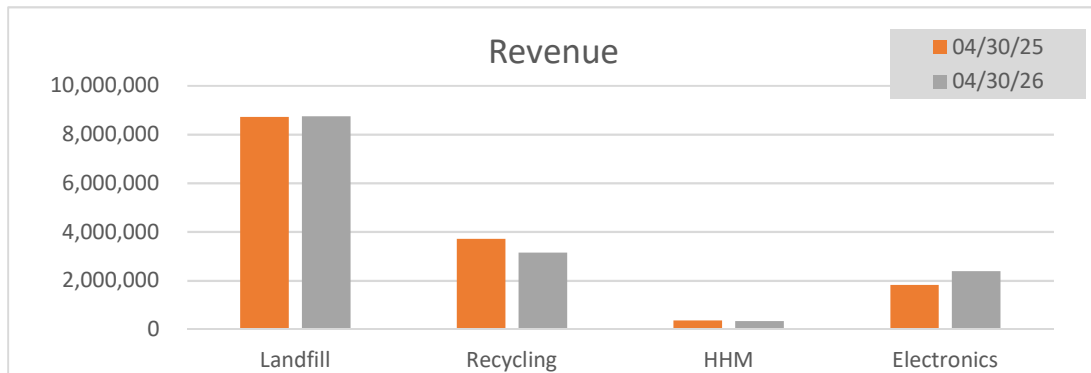
Revenue and Expenditure Summary

as of April 30, 2026

REVENUE:	04/30/25 Previous YTD	04/30/26 Actuals YTD	FY2026 Budget	83% % of budget
Landfill	8,714,838	8,736,581	9,176,500	95%
Recycling	3,714,973	3,151,206	4,235,000	74%
HHM	364,848	339,363	414,000	82%
Electronics	1,822,957	2,390,586	1,918,000	125%
TOTAL REVENUE	\$14,617,616	\$14,617,736	\$15,743,500	93%

EXPENSES:	04/30/25 Previous YTD	04/30/26 Actuals YTD	FY2026 Budget	83% % of budget
Personnel	5,161,702	5,474,895	6,713,986	82%
Operating	3,509,209	3,905,721	4,335,846	90%
Administrative	676,942	724,234	938,500	77%
Debt Service	1,161,891	1,094,109	1,312,931	83%
TOTAL EXPENSES	\$10,509,744	\$11,198,960	\$13,301,263	84%

INCOME (LOSS) FROM OPERATIONS	\$4,107,872	\$3,418,776	\$2,442,237
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CAPITAL EXPENDITURES:	Actuals YTD	FY26 BUDGET
Cell Construction	\$953,254	\$2,561,000
Site Improvements	\$112,381	\$280,000
Landfill Equipment	\$861,362	\$1,050,878
IT/Network Equipment	\$128,756	\$150,000
MRF/HHM/ERC Equipment	\$173,455	\$192,989
Grant Purchases	\$131,853	\$0
MRF Roof & Ventilation	\$107,363	\$0
	\$2,468,423	\$4,234,867

Waste Commission of Scott County - Invoice Report
Payment Date Range: 3/1/2026 - 4/30/2026

Vendor Name	Payable Description	Total Payments
Accent Wire Tie	Equipment Maintenance	\$31,841.66
Advantage Asset Tracking	Safety Subscriptions	180.00
Ahlers & Cooney, P.C.	Professional Services - Legal	999.50
Airgas	Grounds Maintenance	2,997.58
A-L-L Equipment Co.	Equipment Maintenance	7,402.50
Altorfer Machinery Company	Equipment Maintenance	8,426.79
Amhof Trucking, Inc.	Recycling / Disposal Costs	2,217.46
AMP Robotics Corporation	Equipment Maintenance	2,258.14
Assured Partners of the Great Plains	Pollution Liability Insurance	26,374.73
Audiology Consultants, PC	Health & Safety Testing	80.00
Barron Equipment Company	Building Maintenance	149.75
Bettendorf City Hall	Refund - Overpayment	65.13
Blair Technology Group	Reuse Costs - Licensing	9,113.00
Blick & Blick Oil, Inc.	Diesel Fuel	53,015.06
Blue Grass Savings Bank	CD Purchase	500,000.00
Bobbi Draheim	Travel / Training	71.75
Brian Briggs	Training	236.27
Bryce Stalcup	Travel / Training	379.05
C & C Manufacturing, LLC	Equipment Maintenance	6,895.57
C.L. Smith Company	Recycling / Disposal Costs	4,382.69
Carl Keppy	Travel / Training	66.00
Carolina Software	Technology Support	1,450.00
Central Excavating, Inc.	Landfill Cell 10 Construction	510,478.96
CenturyLink	Utilities	166.12
Chris A. Mohr	Travel / Training	66.00
City of Bettendorf	Public Education	1,372.50
City of Davenport	Recycling / Disposal Costs	22,865.91
Closed Loop	Cart Payment / Optical Payment	170,232.40
Core & Main, LP	Leachate / Gas System Pipes	5,460.00
CP Manufacturing, Inc.	Equipment Maintenance	9,004.94
CS Technologies, Inc.	Utilities	199.90
Culligan	Building Maintenance	165.98
Dings Magnetic Group	Equipment Maintenance	1,940.00
DTS Transportation, Inc.	Recycling / Disposal Costs	1,200.00
Dultmeier Sales	Leachate Management	2,524.01
Dust Control Technologies, Inc.	Leachate Management	587.92
Dustin J. Walters	Travel / Training	66.00
Dynamic Lifecycle Innovations, Inc.	Recycling / Disposal Costs	2,253.34
E3 Solutions, LLC	Leachate Disposal	5,785.00
Eastern Iowa Light & Power Cooperative	Utilities	93.07
Eastern Iowa Tire	Equipment Maintenance	6,703.60
Echo Electric	Equipment Maintenance	97.10
Elkins Earthworks, LLC	Methane Gas System	139.70

Waste Commission of Scott County - Invoice Report
Payment Date Range: 3/1/2026 - 4/30/2026

Vendor Name	Payable Description	Total Payments
Empowering Abilities	Contract Labor	26,416.26
Eric Peekenschneider	Travel / Training	133.00
Everest Labs AI	Equipment Maintenance	1,329.50
Express Services, Inc.	Contract Labor	12,026.70
Fastenal Company	Shop Supplies	183.80
FBG Service Corporation	Building Maintenance	7,623.55
Federal Express	Equipment Maintenance	337.57
Filter Service Center, Inc.	Equipment Maintenance	134.00
Fire Rover, LLC	Fire Prevention	5,100.00
First Central State Bank	CD Purchase	1,000,000.00
Forte Payment Systems	Credit Card Processing Fees	6,744.71
Foth Infrastructure & Environment, LLC	Landfill Cell Construction	15,163.02
Gabrilson Indoor Climate Solution	Building Maintenance	316.72
Genesis Occupational Health	Occupational Health	1,479.00
Gierke-Robinson Co.	Compliance Expense	506.00
Gold Star FS, Inc.	Grounds Maintenance	1,380.80
Good Sign	Public Education	116.05
Grainger	Recycling / Disposal Costs	14,030.38
Graybar Electric	Equipment Maintenance	1,198.83
GRP & Associates	Recycling / Disposal Costs	566.00
HDR Engineering, Inc.	WCSC Strategic Planning Service	7,678.63
Heartland Business Systems	Landfill Cameras	43,949.80
Hempel Pipe & Supply	Methane Gas System	3,352.28
Inquirehire	Professional Services	636.70
Interstate Power Systems, Inc.	Equipment Maintenance	5,824.78
Iowa American Water Company	Utilities	897.64
Iowa DNR - SWF	Solid Waste Fee	117,812.64
Iowa Illinois Termite & Pest Control, Inc.	Building Maintenance	295.00
iPROMOTEu.com / Advantage Advertising	Public Education - XStream Cleanup	3,073.40
ISCO Industries, Inc.	Leachate / Gas System Pipes	6,575.40
Johnstone Supply	Building Maintenance	47.44
Jones Janitor Supplies	Building Maintenance	380.00
Keter Environmental Services, LLC	Revenue Share	210.86
Lamar Companies	Public Education	3,000.00
Legacy Management, LLC	Refund - Overpayment	102.99
Liberty Tire Recycling - IA	Recycling / Disposal Costs	17,309.20
Liebovich Steel & Alum Iowa	Grounds Maintenance	1,681.15
Lillie M. Jones	Travel / Training	114.18
Linwood Mining & Minerals	Landfill Rent Payment	311,367.75
Martin Equipment of IA-IL, Inc.	Equipment Maintenance	2,190.09
Matthew Stickler	Employee Recognition	58.50
McGrath Consulting Group	Compensation Study	12,200.00
McKesson Medical-Surgical	Sharp Containers	2,774.06

Waste Commission of Scott County - Invoice Report
Payment Date Range: 3/1/2026 - 4/30/2026

Vendor Name	Payable Description	Total Payments
Megan Fox	Public Education - XStream Cleanup	434.10
Menards-Davenport	Reuse Costs - Shop Supplies	3,049.54
Metronet	Brady Street Site	149.80
MHC Kenworth - Quad Cities	Equipment Maintenance	284.76
MidAmerican Energy	Utilities	39,470.81
Midland Davis Corp.	Recycling / Disposal Costs	2,752.80
Midwest Group Benefits	Professional Services	810.00
Midwest Wheel Companies	Equipment Maintenance	461.47
Motion Industries, Inc.	Equipment Maintenance	9,625.96
Nahant Marsh Education	Public Education - iLiveHere Coordinator	3,750.00
NAPA Auto Parts	Equipment Maintenance	1,444.53
Nolan Moore	Travel / Training	119.26
North Scott Press	Subscription	95.00
Office Machine Consultants, Inc.	Office Equipment Expense - Printer	5,493.56
One Step, Inc.	Public Education	7,738.33
OnMedia	Public Education - XStream	1,996.00
Phelps Uniform Specialists	Uniforms	7,154.67
Plunkett's Pest Control	Recycling Center Pest Control	227.11
Preferred Resource Network, Inc.	Wellness Benefit	362.70
PS3 Enterprises, Inc.	Grounds Maintenance	330.00
Quad Cities Chamber of Commerce	Dues	810.00
Quad City Safety, Inc.	Onboarding - PPE	305.12
Quad-City Times	Public Notice	398.48
Rachel Evans	Travel / Training	34.80
Ragan Mechanical	Building Maintenance	1,830.32
Razorerp, LLC	Technology Support	1,860.00
Republic Services	Recycling / Disposal Costs	900.00
Retrofit Environmental	Recycling / Disposal Costs	7,270.10
RILCO Enviromark, LLC	Recycling / Disposal Costs	46,037.17
RILCO Lubricants & Services	Equipment Maintenance	6,557.02
River Valley Cooperative	Diesel Fuel	6,028.16
Riverbend Signworks	Public Education - Signs	55.92
RNJ Distribution, Inc.	Office Supplies	400.00
Rochester Armored Car Co., Inc.	Bank Fees - Courier Service	611.95
Roto-Rooter	Building Maintenance	154.00
Rudd Equipment Company	Equipment Maintenance	9,900.21
S.J. Smith Welding Supply	Methane Gas System	46.02
Sampson Fence, Ltd.	Landfill & MRF Scale Gates	16,127.00
Scott County Sheriff's Reserves	Sponsorships	250.00
SCS Engineers	Cell Construction	13,548.00
Sealed Air Corporation	Reuse Costs - Shipping Supplies	2,056.76
Shaw Electric	Leachate Management	96.00
Shive-Hattery, Inc.	Compliance Expenses	2,500.00

Waste Commission of Scott County - Invoice Report
Payment Date Range: 3/1/2026 - 4/30/2026

Vendor Name	Payable Description	Total Payments
Southwestern Sales Company	Equipment Maintenance	2,608.91
Standard Bearings	Equipment Maintenance	9,946.50
Strategic Materials	Recycling / Disposal Costs - Glass	1,808.95
Theisen's, Inc.	Shop Supplies	99.30
Titan Machinery, Inc.	Equipment Maintenance	4,145.05
Tradebe Environmental Services, LLC	Recycling / Disposal Costs	44,139.12
Tri City Electric	Recycling Center Robot Electrical	3,114.19
Tri-State Fire Control, Inc.	Building Maintenance	386.50
Truck Country	Equipment Maintenance	78.43
TruGreen Commercial	Grounds Maintenance	223.39
Twin State Technical Services, LTD	Public Education	200.00
Uline	Reuse Costs - Shop Supplies	4,338.36
UniFide CST	Equipment Maintenance	26,008.83
UPS	Reuse Costs - Shipping	19,900.74
Van Meter Industrial, Inc.	Equipment Maintenance	765.48
Vander Vending	Office Supplies	59.00
Veolia ES Technical Solutions, LLC	Recycling / Disposal Costs	7,409.12
Webspec Design	Public Education	400.00
		<hr/> \$3,365,482.76

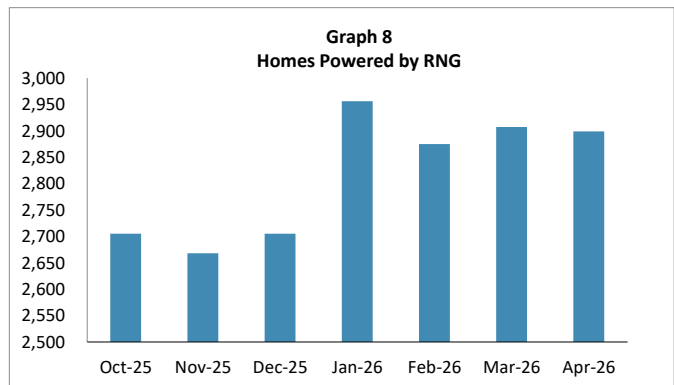
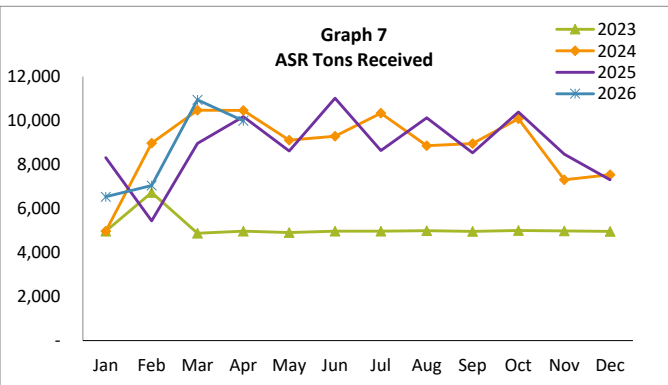
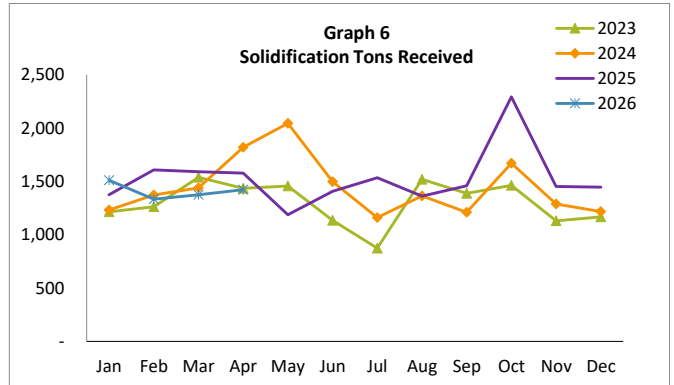
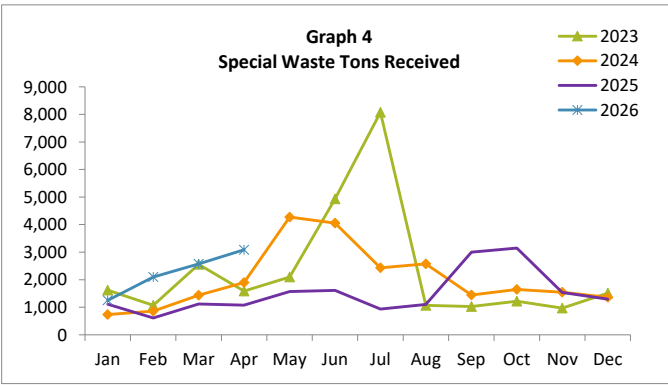
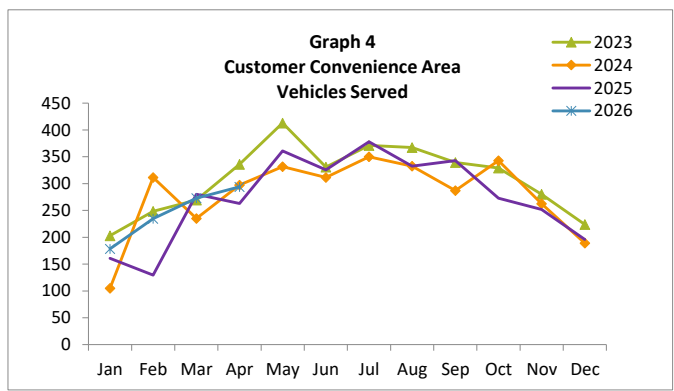
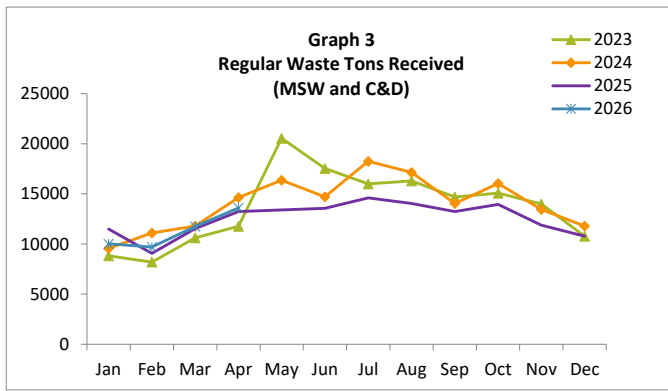
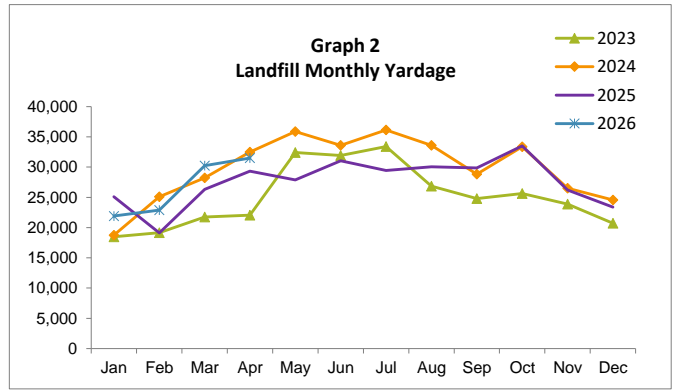
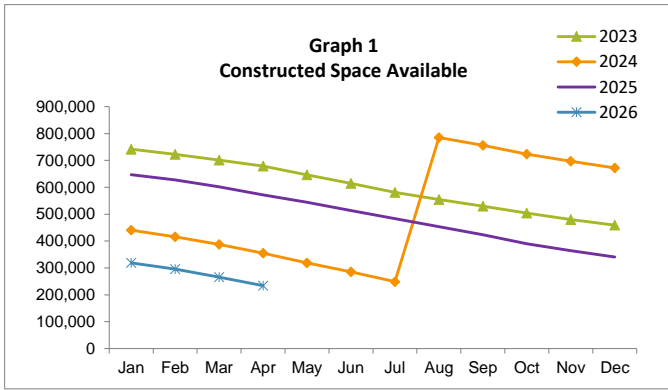
		Payroll
Assurity Life Insurance Company	Employee Contributions	1,115.51
Child Support	Garnishments	2,249.10
Employee Insurance		201,240.00
Federal/FICA	Tax Withholding	166,233.19
Illinois Department of Revenue	Tax Withholding	4,180.65
Iowa Department of Revenue	Tax Withholding	16,486.88
IPERS		112,464.44
Mission Square Retirement	Deferred Comp	46,185.06
Mission Square Retirement - Roth IRA	Employee Contributions	4,203.00
Net Payroll		497,318.01
United Way	Employee Contributions	252.00
YMCA		2,082.00
		<hr/> \$1,054,009.84

TOTAL	<hr/> \$4,419,492.60
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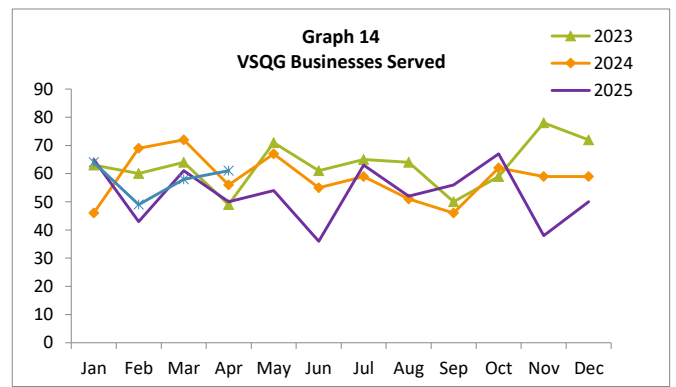
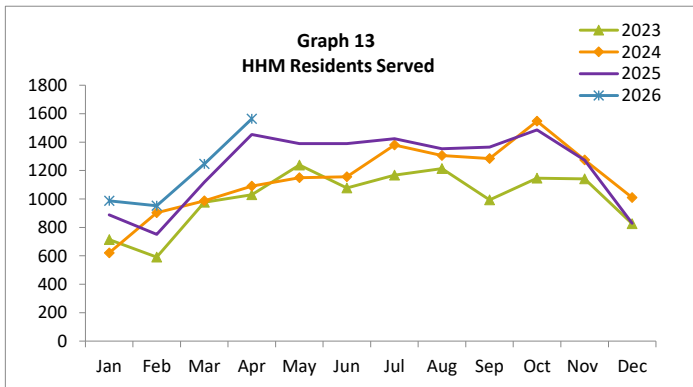
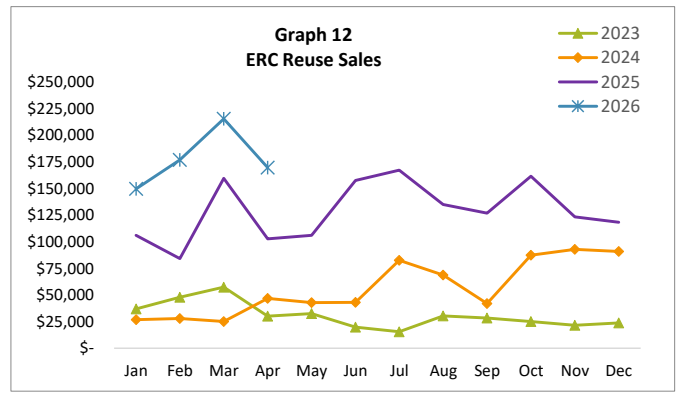
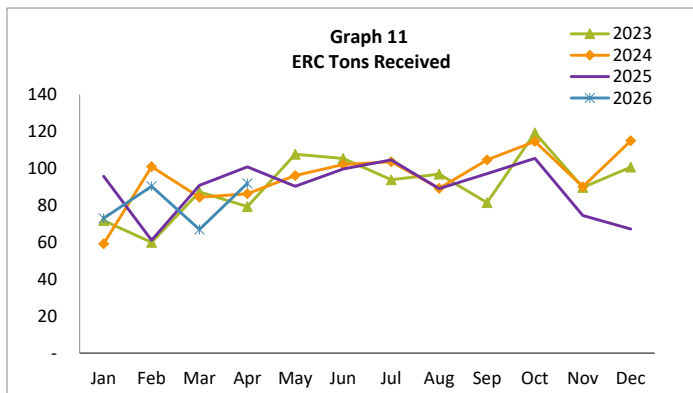
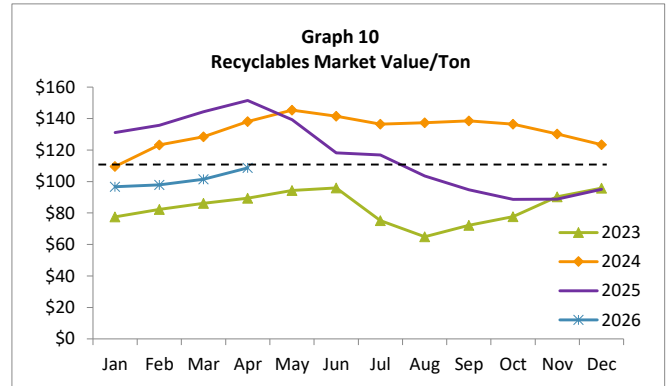
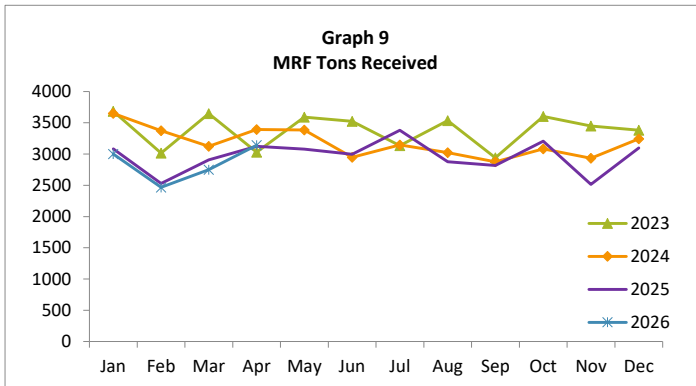
**WASTE COMMISSION OF SCOTT COUNTY
PURCHASING CARD REPORT
MARCH - APRIL, 2026**

VENDOR	DESCRIPTION	AMOUNT
ADVANCE AUTO PARTS	EQUIPMENT MAINTENANCE	\$ 84.08
AMAZON MARKETPLACE	DIESEL FUEL SUPPLIES	\$ 3,973.91
AMAZON RETAIL	BUILDING MAINTENANCE	\$ 643.74
AMAZON.COM	GROUNDS MAINTENANCE - LITTER CONTROL	\$ 261.70
AQUA-TECH CAR WASH	EQUIPMENT MAINTENANCE	\$ 10.25
B2B PRIME	DUES AND SUBSCRIPTIONS - AMAZON	\$ 349.00
BOAT OUTFITTERS	EQUIPMENT MAINTENANCE	\$ 77.59
BP	FUEL	\$ 105.82
CARROLLTON INN	TRAVEL / TRAINING	\$ 193.20
CASEYS	FUEL	\$ 370.24
COUNTRY INN & SUITES	TRAVEL / TRAINING	\$ 408.09
COVERSANDALL.COM	LEACHATE MANAGEMENT	\$ 372.76
EBAY	REUSE COSTS - REPAIR PARTS	\$ 619.43
FACEBOOK	PUBLIC EDUCATION - AD PLACEMENTS	\$ 158.47
FARM & FLEET	LEACHATE MANAGEMENT	\$ 160.94
GB* QC PRESENTERS INC	TRAVEL / TRAINING	\$ 15.76
GENERAL SPRING	EQUIPMENT MAINTENANCE	\$ 417.74
HACH COMPANY	PUBLIC EDUCATION - XSTREAM CLEANUP	\$ 40.85
HARBOR FREIGHT TOOLS	SMALL TOOLS	\$ 578.09
INDEED U.S.	ONBOARDING - JOB POSTING	\$ 721.27
ISOSWO	TRAVEL / TRAINING	\$ 180.00
JACKS BRAKE & ALIGNMENT	EQUIPMENT MAINTENANCE	\$ 1,555.56
JOHN M ELLSWORTH CO	DIESEL FUEL SUPPLIES	\$ 332.60
K & K TRUE VALUE	SHOP SUPPLIES	\$ 11.94
KWIK STAR	FUEL	\$ 506.18
LEE NEWS SUBSCRIPTION	DUES AND SUBSCRIPTIONS	\$ 87.98
LINKEDIN	ONBOARDING - JOB POSTING	\$ 20.11
LOWES	BUILDING MAINTENANCE	\$ 201.08
MOZEO.COM	TECHNOLOGY SUPPORT	\$ 120.00
MYQ SUBSCRIPTION	COMPLIANCE EXPENSE	\$ 325.00
NORTHERN TOOLS	GROUNDS MAINTENANCE - LITTER CONTROL	\$ 85.94
PEAK TECHNOLOGIES INC	OFFICE SUPPLIES	\$ 150.73
QUILL CORPORATION	PUBLIC EDUCATION	\$ 106.99
RIVER BEND SEWER	BUILDING MAINTENANCE	\$ 295.00
SHELL OIL	FUEL	\$ 42.67
SITEONE LANDSCAPE SUPPLY	GROUNDS MAINTENANCE	\$ 412.33
SP LAWSON PRODUCTS	SHOP SUPPLIES	\$ 57.50
SP VULCAN PEST	BUILDING MAINTENANCE	\$ 149.45
STAMPS.COM	REUSE COSTS - SHIPPING	\$ 2,047.39
STAYBRIDGE SUITES	TRAVEL / TRAINING	\$ 419.84
TRACTOR SUPPLY CO	BUILDING MAINTENANCE	\$ 104.28
WEST COAST NETTING INC	GROUNDS MAINTENANCE - LITTER CONTROL	\$ 2,289.10
		\$ 19,064.60

Operations Report



Operations Report Continued



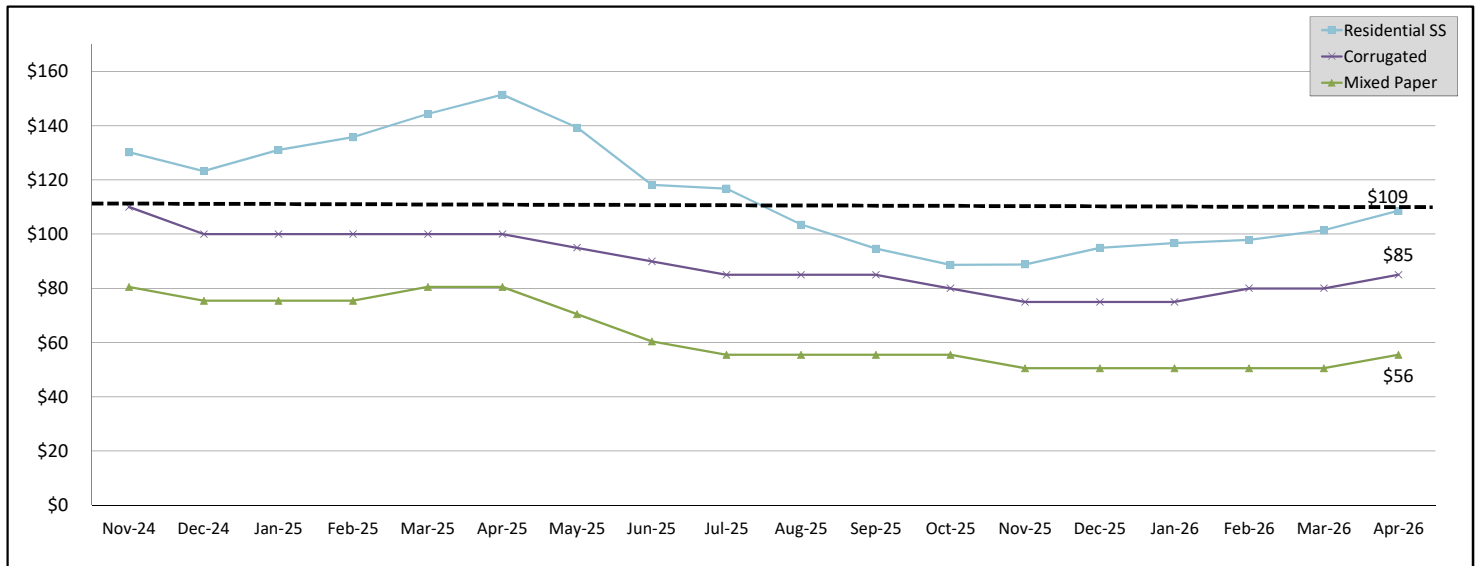
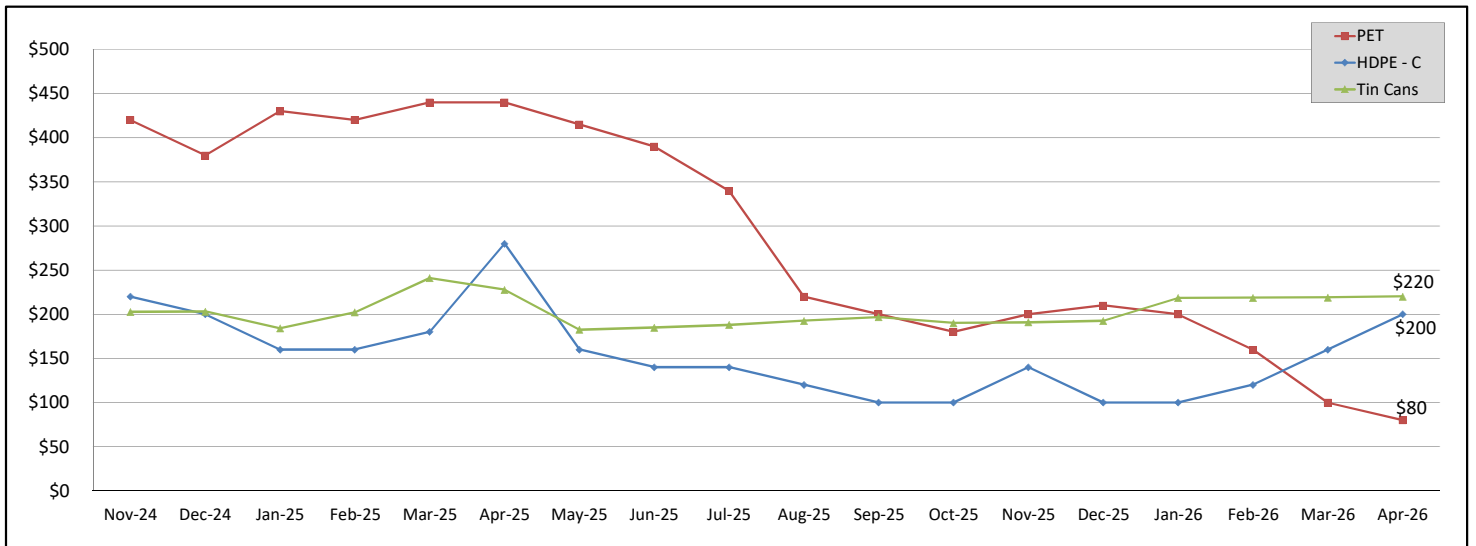
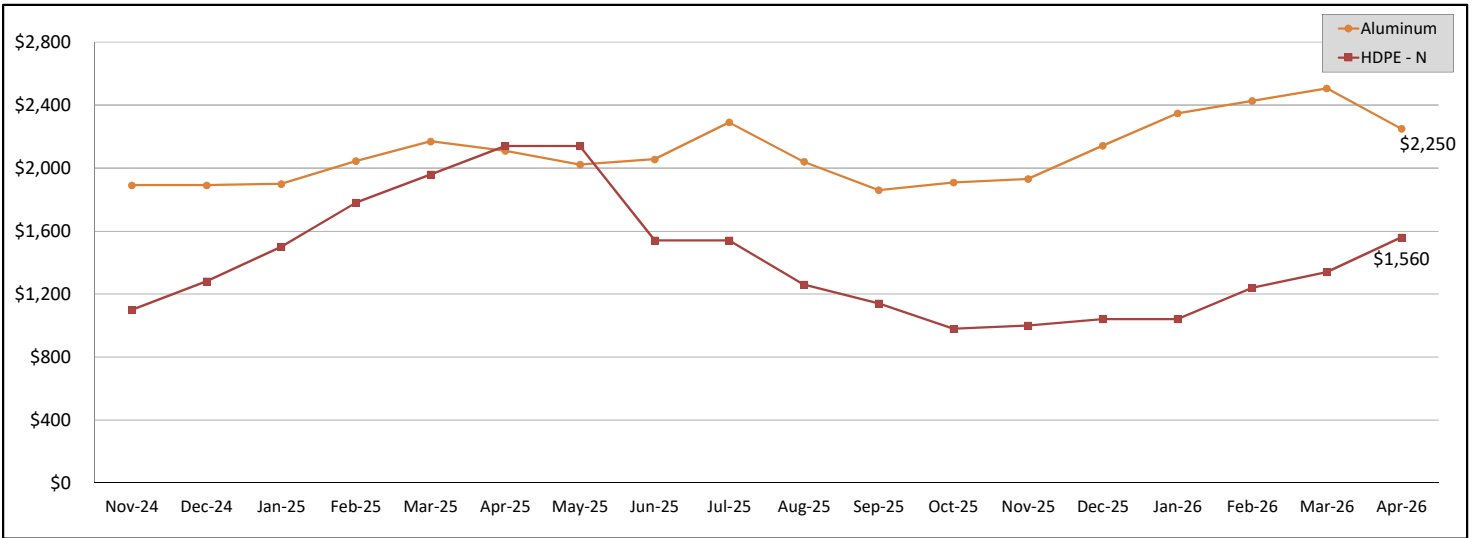
MRF Commodity Shipments

	FY00	FY05	FY10	FY15	FY20
Mixed Paper	71.42%	70.27%	65.22%	59.05%	42.87%
Cardboard	11.34%	11.07%	12.17%	15.20%	22.01%
HDPE Natural	2.07%	1.62%	1.85%	1.81%	1.47%
HDPE Colored	1.20%	1.16%	1.46%	1.15%	1.20%
PET	1.31%	1.90%	3.19%	3.65%	4.58%
Tin Cans	3.84%	3.13%	2.79%	2.80%	2.33%
Aluminum	0.30%	0.31%	0.34%	0.43%	0.97%
Mixed Plastics	0.00%	0.20%	0.02%	0.19%	0.61%
Glass	3.55%	4.82%	5.23%	4.07%	8.23%
Scrap Metal	0.00%	0.00%	0.00%	0.00%	0.86%
Residue	4.97%	5.52%	7.73%	11.65%	14.87%
	100.00%	100.00%	100.00%	100.00%	100.00%

	FY21	FY22	FY23	FY24	FY25	FY26
Mixed Paper	36.77%	37.78%	35.63%	30.89%	32.36%	32.32%
Cardboard	23.67%	24.43%	26.39%	30.58%	31.04%	32.33%
HDPE Natural	1.32%	1.42%	1.39%	1.42%	1.29%	1.29%
HDPE Colored	1.07%	0.93%	1.13%	1.28%	1.35%	1.30%
PET	4.61%	4.18%	4.34%	4.50%	4.39%	4.31%
Tin Cans	2.27%	2.14%	2.08%	2.11%	1.90%	1.70%
Aluminum	1.23%	1.21%	1.27%	1.25%	1.28%	1.17%
Mixed Plastics	0.46%	0.41%	0.48%	1.18%	1.62%	1.25%
Glass	10.08%	9.00%	9.56%	9.71%	8.62%	7.88%
Scrap Metal	0.95%	0.89%	0.90%	0.84%	0.86%	0.78%
Residue	17.57%	17.61%	16.83%	16.24%	15.29%	15.67%
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

OPERATIONS REPORT CONTINUED

MRF COMMODITY PRICING



RESOLUTION ADOPTING PLANS, SPECIFICATIONS, FORM
OF CONTRACT AND ESTIMATE OF COST FOR THE
SCOTT AREA LANDFILL FIBER OPTIC EXTENSION

WHEREAS, on the 2nd day of April, 2026, plans, specifications, form of contract and estimate of cost were filed for the construction of certain public improvements described in general as the Scott Area Landfill Fiber Optic Extension; and

WHEREAS, notice of hearing on plans, specifications, form of contract and estimate of cost for the public improvements was published as required by law.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE WASTE COMMISSION OF SCOTT COUNTY, IOWA:

Section 1. That the plans, specifications, form of contract and estimate of cost are hereby approved as the plans, specifications, form of contract and estimate of cost for the public improvements, as described in the preamble of this Resolution.

PASSED AND APPROVED this 11th day of June, 2026.

Chairperson

ATTEST:

Executive Director

RESOLUTION MAKING AWARD OF CONSTRUCTION
CONTRACT FOR THE SCOTT AREA LANDFILL FIBER
OPTIC EXTENSION

BE IT RESOLVED BY THE BOARD OF THE WASTE COMMISSION OF SCOTT
COUNTY, IOWA:

Section 1. That the following bid for the construction of certain public improvements described in general as the Scott Area Landfill Fiber Optic Extension, described in the plans and specifications heretofore adopted by this Board on June 11, 2026, be and is hereby accepted, the same being the lowest responsive, responsible bid received for such work, as follows:

Contractor: Price Electric of Robins, IA

Amount of bid: \$310,910.35

Portion of project: All construction work

Section 2. That the Chairperson and Executive Director are hereby directed to execute the contract with the contractor for the construction of the public improvements.

PASSED AND APPROVED this 11th day of June, 2026.

Chairperson

ATTEST:

Executive Director



June 4, 2026

MEMO:

To: Commissioners

From: Bryce Stalcup, Executive Director

Re: Consideration of Compensation and Benefits Study Recommendation

The Waste Commission recently partnered with McGrath Human Resource Group to conduct a comprehensive compensation and benefits study. This initiative was undertaken to ensure we remain competitive, equitable, and aligned with current market standards. By analyzing our existing pay structures and benefit offerings against industry benchmarks, this study provides the data-driven insights necessary to attract and retain top talent.

Compensation

To position the organization effectively moving forward, it is recommended that the Commission maintain a compensation philosophy set at the 50th percentile of the market. This approach reflects a balanced strategy that aligns staff pay with prevailing market conditions while maintaining strict fiscal responsibility. Accordingly, we recommend implementing the attached salary schedule.

Financially, implementing this schedule results in a 7.86% total increase to overall salaries in FY27. The projected labor increase for FY27 without completion of this compensation and benefits study was 4.75% to include merit and cost-of-living adjustments (COLA). Adoption of this compensation study represents an additional 3.11% adjustment beyond those already budgeted dollars. These expenditures are fully accounted for in the FY27 budget and have been projected long-term using our life cycle cost analysis tool to ensure ongoing fiscal sustainability.

Benefits

While our broader benefit packages were found to be in line with market comparables, the study highlighted a deficiency in our vacation leave. Over a 30-year career, the Waste Commission offers 112 weeks of vacation, whereas the City of Davenport, the City of Bettendorf, and Scott County offer an average of 119 weeks. To correct this gap, we recommend adopting the attached vacation schedule to bring our leave policies into direct alignment with our partner communities.

Current Vacation Accrual:

Years of Employment	Weeks Earned Per Year
1 - 4 Years	2 Weeks
5 - 12 Years	3 Weeks
13 - 22 Years	4 Weeks
23+ Years	5 Weeks

Proposed Vacation Accrual:

Years of Employment	Weeks Earned Per Year
1 - 4 Years	2 Weeks
5 - 10 Years	3 Weeks
11 - 17 Years	4 Weeks
18+ Years	5 Weeks

Vehicle Stipend

The Commission provides a vehicle for the Executive Director for business and limited personal use. McGrath Human Resource evaluated this benefit (see attachment) and has recommended to transition from a provided vehicle to a \$500 monthly vehicle allowance. This shift aims to reduce the Commissions financial burden, enhance cost predictability, reduce administrative activities, and align with market medians, transferring maintenance and insurance responsibilities to the employee.

Pay Grade	Job Title	Minimum	Midpoint	Maximum
100	Seasonal PT Sorting & Parts Tech	\$15.48	\$18.58	\$21.67
105	E-Tech I Recycling Technician Grounds Maintenance Technician	\$21.46	\$25.76	\$30.04
110	E-Tech II Environmental Technician I Recycling Equipment Operator I Recycling Campus Technician	\$22.97	\$27.56	\$32.16
115	Landfill Equipment Operator I Scale Operator Transportation Technician Recycling Equipment Operator II	\$24.58	\$29.49	\$34.41
120	Accounting Specialist HR Specialist Maintenance Technician I Environmental Technician II Landfill Equipment Operator II	\$26.29	\$31.55	\$36.81
125	Transportation Specialist Compliance Tech/Equip Operator III	\$28.13	\$33.76	\$39.38
130	Maintenance Technician II ERC Crew Leader Reuse Crew Leader Landfill Crew Leader Recycling Crew Leader	\$30.10	\$36.12	\$42.14
135	Maintenance Crew Leader	\$32.21	\$38.65	\$45.09
140	HHM Program Supervisor Recycling Shift Supervisor Accounting Coordinator Communications Coordinator Compliance Coordinator Data & IT Coordinator	\$34.47	\$41.36	\$48.26
145	Landfill Supervisor Electronics Recycling Supervisor Maintenance Coordinator	\$36.88	\$44.26	\$51.63
150	EHS Manager	\$40.58	\$48.69	\$56.81
155		\$43.42	\$52.10	\$60.79
160	Communications & HR Manager Finance & Admin Services Manager Recycling Facility Manager Landfill Operations Manager	\$46.46	\$55.75	\$65.04
165		\$49.71	\$59.65	\$69.59
170	Deputy Director	\$53.19	\$63.83	\$74.47
175	Executive Director	\$68.08	\$81.70	\$95.31



June 4, 2026

MEMO:

To: Commissioners

From: Bryce Stalcup, Executive Director

Re: Consideration of Amendment to Employee Handbook

We recommend making the following amendment to the employee handbook to align with the adjustment to vacation accrual presented in the compensation and benefit study conducted by McGrath Human Resource Group.

Vacation Accrual Table on page 30 of Employee Handbook:

During (x) Years of Employment	Hours Earned per Pay Period	Hours Earned Per Year
1 - 4	1.54	80
5 - 12	2.31	120
13 - 22	3.08	160
23+	3.85	200

Proposed Amendment to the Employee Handbook:

During (x) Years of Employment	Hours Earned per Pay Period	Hours Earned Per Year
1 - 4	1.54	80
5 - 10	2.31	120
11 - 17	3.08	160
18+	3.85	200



June 4, 2026

MEMO:

To: Commissioners

From: Bryce Stalcup, Executive Director
 Brian Seals, Deputy Director
 Mike Keppy, Recycling Operations Manager

Re: Roll-off Truck Summary and Recommendation

Bids were received on May 13, 2026, at 12:00 p.m. at the Waste Commission of Scott County. The bid request was published and submitted bids are summarized as follows:

Bidder's Name	Elliott Equipment	JWR	Kilburg	Kilburg
Vehicle Year	2026	2025	2025	2025
Vehicle Type	Freightliner M2	Freightliner 114SD	Volvo	Freightliner M2
Total	\$199,000	\$222,279	\$220,000	\$197,500
Total w/ 5-year warranty (engine/transmission)	\$205,506	NA	\$228,110	\$205,710
Delivery Date	5/1/2024	7/1/2026	7/1/2026	7/1/2026
Trade Value	\$10,000	no trade value	\$30,000	\$30,000
Total after trade	\$189,000	NA	\$190,000	\$167,500
Total after trade w/ warranty	\$195,506	NA	\$198,110	\$175,710

The bids were reviewed based upon price, warranty options, delivery date, and overall roll-off specifications. All trucks came with the required one-year warranty. Bidders also quoted an option for an extended 5 year/200,000-mile warranty on the engine and transmission. We are recommending purchase of the 2025 Freightliner M2 from Kilburg Equipment for \$167,500 after trade.

If you have any questions, please contact Bryce or Brian at 381-1300.
 Thank you!



List of Common Acronyms

ASR – Auto-Shredder Residue

C&D – Construction & Demolition

DNR – Department of Natural Resources

ERC – Electronics Recovery Center

HHM – Household Hazardous Materials

MRF – Materials Recycling Facility (Scott Area Recycling Center)

MSW – Municipal Solid Waste

RNG – Renewable Natural Gas

SWF – Solid Waste Fees

VSQG – Very Small Quantity Generator